

CAPIP NEWS

A Newsletter for and about
Carl Albert Public Internship Program Executive Fellows and Undergraduate Interns

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CAPIP HIP HOORAY!

Russell Nash, Employees Benefits Council

Three cheers for the Carl Albert Public Internship Program! It has helped many of us realize academic and career potential.

The Program was my doorway to opportunity. It provided me with the work experience I was looking for during law school. It's not your typical internship. From the very beginning, I was given responsibility and held accountable for my work. I became a part of the day-to-day decisions made by my organization. During my internship, I was employed by the Office of Personnel Management and the Oklahoma Public Employees Retirement System.

The Program also gave me the opportunity to work with dedicated public servants. I quickly found that quality people abound in state government—people with a vision for improvement, pride in their work, and dedication to the customers they serve. Too numerous to mention them all, I'll pay tribute to only a few. Many thanks to Oscar Jackson, Dayna Petete, Paula Land, Larry Fisher, Steve Edmonds, Mitch Parsons, and Phil Kraft.

Public service has also provided me with many different employment opportunities within one large employer. I have had the pleasure of working in three distinct areas of human resources: training, pension administration, and health and benefits contracting. All of these opportunities have been rewarding. However, public service is not easy. Many times, public servants must answer to many constituencies—boards, legislators, and the public. Sometimes the expectations of these groups are not the same. However, each challenge is also an opportunity for creative problem solving.

I am grateful for the Carl Albert Public Internship Program. I wish it continued success. CAPIP HIP HOORAY!



Russell Nash (center) was a CAPIP Executive Fellow from June 1994 - June 1996. He is pictured with Mitch Parsons (left), Executive Director of the Employees Benefits Council, and Oscar B. Jackson, Jr., OPM Administrator and Cabinet Secretary of Human Resources and Administration. Currently, Russell is Contracts Administrator for the Employees Benefits Council

CAPIP Executive Fellow Appointed to OSU-OKC Advisory Board

Everett Slavik, a Compensation Analyst in the Office of Personnel Management's Management Services Department, was recently appointed to the Oklahoma State University—OKC Advisory Board for the Public Service Degree Program, which is a two-year college program that teaches students leadership and administration skills to prepare them for successful careers in the world of public service.

Everett will serve as a member of the board for two years. The purpose of the advisory board is to involve public and non-

Advisory Board, continued on page 2

Everett Slavik (seated) and James Perez are employed as CAPIP Executive Fellows in OPM's Management Services Department.





The CAPIP Executive Fellows and Undergraduate Interns who attended the Fall 2003 Training Conference took a short break to pose for a group photo. See related story, page 3.

CAPIP Changes Since July 2003

Executive Fellows Hired

David Cobb
Department of Rehabilitation Services

Billy (B.J.) Frazier
Public Employees Retirement System

Laureen Galletly
Group Insurance Board

Bobbie Gaskin
Group Insurance Board

Stacie Owens
Employment Security Commission

Undergraduate Interns Hired

Jessica Graumann
Office of State Finance

Eric Lewis
Public Employees Retirement System

Converted

Martha Steidley
Department of Rehabilitation Services

Hired From Register

Tammy Hall
Department of Rehabilitation Services

Karla Wheeler
Department of Rehabilitation Services

Stacy Wilson
Department of Rehabilitation Services

CAPIP Appointment Ended

Preston Draper
Office of the Attorney General

Tammy Hall
Department of Rehabilitation Services

Brian Howe
Health Care Authority

Michael Huckabaa
Department of Labor

Chris Jackson
Department of Labor

Thomas Jordan
Public Employees Retirement System

Donia Parker
Group Insurance Board

Graduated

Shatara Brown
Employment Security Commission

Oklahoma Office of Personnel Management
Carl Albert Public Internship Program
2101 N. Lincoln Boulevard, Suite G-80
Oklahoma City, OK 73105

Oscar B. Jackson, Jr.
Administrator and
Cabinet Secretary of Human Resources

Dayna R. Petete
Assistant Administrator for Communications & Legislative Liaison
and CAPIP Coordinator

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Advisory Board, continued from page 1

profit practitioners in the development of the curriculum to ensure the students receive a current and relevant education. As a member of the Board, Everett will serve as an ambassador for the Public Service Degree Program to OPM and the state of Oklahoma, and will help the program develop internship opportunities for students. He will also serve as a mentor to students in the program and will be available to speak with students about his work and experiences in the field of Human Resources.

"I am looking forward to making a contribution to this important academic program," Everett commented. "I anticipate that my involvement will be both a challenging and personally rewarding experience."

Current CAPIP Stats

- 27 Executive Fellows and six Undergraduate Interns are currently working in 10 different state agencies.
- Executive Fellows and Undergraduate Interns currently attend 13 colleges and universities.
- The applicant pool consists of 53 graduate students and 37 undergraduate students.

Don't forget to update your file at the end of each semester with:

- Grades from the semester just completed.
- Enrollment for the next semester.
- Training attendance verification.
- Change (if any) in name, address, phone, e-mail, etc.

CAPIP Interns Attend OSCPM Conference

Approximately 30 CAPIP Executive Fellows and Undergraduate Interns attended the annual conference of the Oklahoma Society of Certified Public Managers on September 12, 2003. Attendance fulfilled the OPM-sponsored training requirement for Fall 2003, as well as the required job-related training provided by the employing agency.

Workplace. Tim Tall Chief, Oklahoma State Department of Health, described his experiences with Native-American traditions in *Indian Affairs Are Best*. Steve Gilliland, founder and CEO of Performance Plus Professional Development, provided insight on *Managing the Generation Gap in the Workplace* and *Motivating for Excellence*, and Bob Oros, president and principal owner of

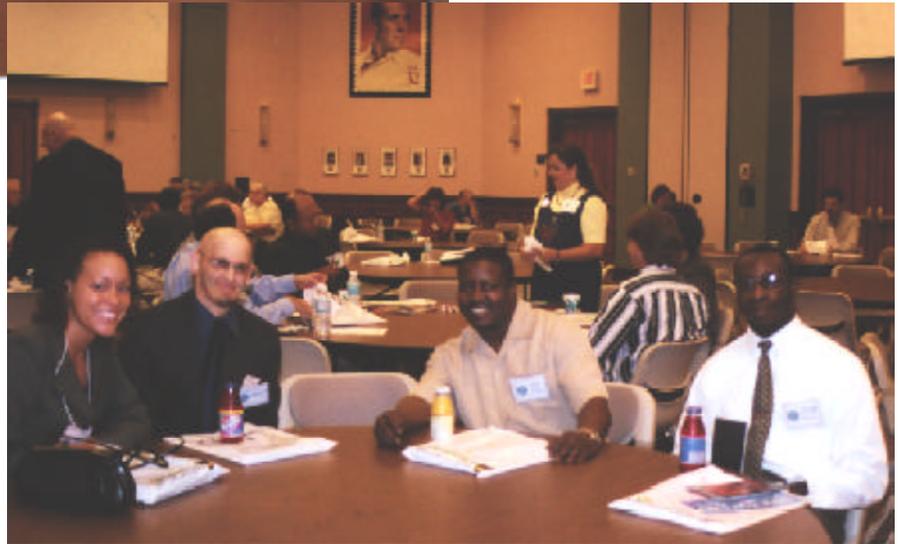
prehensive management-training program for state government employees. The Legislature made the Oklahoma CPM Program statutory in 1995. The Oklahoma CPM Program is designed to improve service to the citizens of the state of Oklahoma. Participants in the program become better resources for their agency and for the state through seminars, examinations, job-related



Scenes from the OSCPM Conference

Executive Fellows (l to r) Jamie Culp, James Perez, Everett Slavik, and Juan Benavidez, Office of Personnel Management, flank David Hays (center), OPM Director of Classification. Jamie and Juan will complete their internships on October 16, 2003, and will become permanent classified employees of OPM.

Oklahoma State and Education Employees Group Insurance Board Undergraduate Interns (l to r) Airica Ryden, Kayvan Rasolkhani, Kerry West, and Imole Babaniji,



Excellence Achieved in 2003 was the theme of this year's conference, which was held at the U.S. Postal Training and Marriott Convention Center in Norman, OK.

Dr. Marla Sanchez, founder and CEO of Spectrum Development, Inc., a national training company committed to developing people and enhancing relationships, offered helpful tips on dealing with change during her presentation, *Managing Change in the Workplace*. Dr. James Crutcher, State Department of Health, shared information regarding *Bioterrorism and Safety in Today's*

MoreGrossProfit.com, shared his personal observations on dealing with negotiation during his presentation, *Your Ability to Effectively Negotiate*.

Burns Hargis, former candidate for Governor and a moderator on KFOR's *Flashpoint*, entertained the audience during his luncheon speech. He challenged the participants to continue to make a positive difference in Oklahoma government.

Editor's Note: In 1986, the Office of Personnel Management created the Certified Public Manager (CPM) Program as a com-

prehensive management-training program for state government employees. The long-range goals of the Oklahoma CPM Program include helping agencies identify and develop the skills of Oklahoma state government's future leaders.

The Oklahoma Society of Certified Public Managers (OSCPM) is a nationally-recognized professional organization for state managers founded in June 1989. It is composed of supervisory- and management-level state and local government employees who are enrolled in the CPM Program.

CAPIP Celebrates 15 Years of Success

The Carl Albert Public Internship Program (CAPIP) was created in 1988, when the Legislature passed and Governor Henry Bellmon signed House Bill 2005.

The passage of this legislation was the culmination of years of discussion, separately and collectively, among representatives of both Higher Education and state government regarding a public sector internship program. Higher Education envisioned an internship program that would offer to as many state college students as possible a "taste" of state service. State government, on the other hand, wanted a program that could be used as a recruitment tool to encourage college students to pursue careers in state government.

CAPIP has successfully combined these two goals into one internship program. One purpose of CAPIP is to "assist students at institutions of higher education in gaining experience and knowledge in state government". This is fulfilled by the Undergraduate Internship Program. Undergraduates are employed for one or two academic semesters. CAPIP's second purpose, "to encourage recruitment of such students to pursue careers in state government service", is fulfilled by the Executive Fellows Internship Program for graduate students. Executive Fellows Interns may be employed from six months to two years, and those who successfully complete a two-year internship are eligible for appointment to a position in the classified or unclassified state service.

CAPIP is named for Carl Bert Albert, who was born in 1908, near McAlester, Oklahoma, and grew up in a log cabin on a nearby farm. Mr. Albert was elected to the United States House of Representatives in 1947, and served until 1976. He was the 46th Speaker of the House of Representatives from 1971 to 1976. After Vice President Spiro Agnew's resignation, Speaker Albert was second only to the president in the line of succession.

When Mr. Albert left office in 1976, he had served in Congress longer and held more power than any other Oklahoman. After retirement he returned to McAlester, Oklahoma. He passed away on February 4, 2000.



The Honorable Carl Albert and Karla Kay Harden, one of the first participants in the state internship program that bears his name.



State Senator Penny Williams, one of the principal authors of the bill that created the Carl Albert Public Internship Program, addressed Executive Fellows and Undergraduate Interns during the Spring 1995 Training Conference.



In Fall 1995, the CAPIP Training Conference was held at the Spaghetti Warehouse in Bricktown. Participants took part in a "Getting to Know You" exercise and then introduced each other to the group.

CAPIP Celebrates 15 Years of Success



Former Governor Frank Keating was the keynote speaker for the Spring 1996 Training Conference. He presented a conversion certificate to Vince Dobbs of the Lloyd E. Rader Center in Sand Springs.

The Fall 1996 Training Conference was held at the Varsity in Bricktown. Former OPM training director Larry Fisher presented "The Leadership Model" to CAPIP participants in attendance.



The Fall 1977 Training Conference was held at MetroTech. CAPIP Executive Fellows and Undergraduate Interns participated in a networking activity.

During the Spring 1997 Training Conference, participants heard remarks by Oklahoma Lt. Governor Mary Fallin.



CAPIP Celebrates 15 Years of Success



State Representative Jari Askins was one of the guest speakers during the Spring 1998 CAPIP Training Conference.



The Fall 1999 Training Conference featured presentations on the OPM State Employee Assistance Program, the State Wellness Program, and employee recognition.



The Fall 2000 CAPIP Training Conference was held at Redlands Community College in El Reno and featured such intriguing presentations as "Did You Hear the One About the Priest, the Rabbi, and the Homosexual?—Emerging Critical Diversity Issues" and "The dog ate my homework; our car got a flat tire after we left the dance; my wife doesn't understand me; and the State Government is the employer of last resort: A Brief Study of the Lasting Power of Myth in American Society."

The Spring 2000 Training Conference featured state Representative (now Senator) Kenneth Corn.



CAPIP Celebrates 15 Years of Success

CAPIP participants learned all about "The Art of Schmoozing" from business etiquette expert Gloria Auth (right) during the Spring 2001 Training Conference.



Oklahoma City attorney Jim Priest (standing) presented "The Blues Brothers Do Ethics" during the Fall 2001 Training Conference held at the University of Central Oklahoma.



The Spring 2002 Training Conference was held at beautiful Coles Garden in Oklahoma City and featured presentations on diversity, international protocol, and the importance of first impressions.



In September 2002, CAPIP participants fulfilled their training requirements by attending a conference hosted by the Oklahoma Society of Certified Public Managers where Oklahoma State University professor Lee Manzer (standing) was a popular speaker.

CAPIP Celebrates 15 Years of Success



Secretary of State Susan Savage (top left), state Senator Jay Paul Gumm (left), and Supreme Court Justice Yvonne Kauger (above) were featured speakers at the Spring 2003 Training Conference.

OPM Executive Fellow Receives Award

In May 2003, CAPIP Executive Fellow Everett Slavik, OPM Management Services Department, received the *Political Science/Public Administration Outstanding Graduate Student Award* from the University of Central Oklahoma. This annual award is given to the student who excels in academics over all other students and has demonstrated strong leadership skills in school and community.

Congratulations, Everett!

Not only is CAPIP Executive Fellow Everett Slavik a good student, he's also an excellent cook! Everett is a member of OPM's State Charitable Contribution Campaign Team and on September 22, treated his fellow Team members to a homemade Italian feast. Pictured with Everett is his delicious lasagna.

